

**REPORT
ON THE
FEDERAL
ACQUISITION
WORK FORCE
FISCAL YEAR 1997**



**Federal Acquisition Personnel
Information System
DECEMBER 1998**

Federal Acquisition Institute
Office of Acquisition Policy
General Services Administration

This report on the Federal procurement work force for Fiscal Year (FY) 1997 provides Federal managers with data of value in planning or evaluating their respective procurement career management programs.

Highlights:

- Despite an increased reliance upon contracting out, the agencies have been able to reduce the size of the GS-1102 series workforce by 11% compared to FY 1991. After fourteen straight years of increases through FY 1991, the GS-1102 series has declined for each of the succeeding years, with a total decline of 11% for the period FY 1991 - FY 1997. This may be evidence of the benefits from the many new acquisition streamlining measures that have been implemented. Other segments of the acquisition workforce whose functions are more conducive to being contracted out have seen much more substantial reductions during that period.

<u>GS Series</u>	<u>FY91</u>	<u>FY97</u>	<u>Total Loss</u>	<u>% Decline</u>
Contracting (GS-1102)	31,436	28,003	3,433	11%
Purchasing (GS-1105)	6,754	4,875	1,879	28%
Procurement Clerical (GS-1106)	8,956	5,296	3,660	41%
Equipment Specialists (GS-1670)	11,218	7,491	3,727	33%
Quality Assurance (GS 1910)	14,910	8,751	6,159	41%
Supply Specialists (GS 2003-2050+2134)	45,019	28,318	16,701	37%

- Federal Departments and agencies continue to hire both contracting and purchasing personnel (from internal and external sources). While the percentage of new entries into the series is relatively small each year, the absolute numbers are still substantial.

<u>GS Series</u>	<u>New Hires (personnel entering the series)</u>		
	<u>FY95</u>	<u>FY96</u>	<u>FY97</u>
Contract Specialist (GS-1102)	1,766	1,823	1,861
Purchasing (GS-1105)	867	784	523

- While only 39% of new GS-1102 hires from internal sources had college degrees, 84% of new GS-1102 hires from external sources had college degrees. 50% of the new GS-1102 hires were hired into GS-5 and 7 positions and another 16% into GS-9 positions.
- 1,401 of new GS-1102 hires during FY97 entered through merit promotion channels.
- 1,009 of the new GS-1102 hires during FY95-97 were made by civilian agencies, an average annual intake of 330 per year.
- The new hires into the GS-1102 series are largely coming from within the government and college recruiting fills only a small portion of the additions to the series. Nevertheless, based on the level of hiring, there still exists a large annual acquisition training and education need to be met.

If you have any questions about the report or need further data, please write or call the Federal Acquisition Institute (see Page vi for the address).

Acknowledgments

We wish to express our gratitude to Dr. Philip A. D. Schneider, James L. Hall, and their co-workers at the Office of Personnel Management. We also wish to express our gratitude to the staff of the Defense Manpower Data Center (DMDC), especially Ken Scheflen, Alex Sinaiko, Mike Dove, Andrea Dettner and Michelle Rudolph. Without their patience, assistance, advice, and data, this report would not be possible.

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Technical Notes

Source of data The data in this report were derived from the Central Personnel Data File (CPDF), which is established and maintained by the Office of Personnel Management. The Federal Acquisition Institute annually purchases a copy of the end-of-year (Fiscal Year) CPDF files on active, full-time employees in acquisition fields. Data in this report, unless otherwise noted, are as of September 30, 1997.

Agencies This report covers personnel in the Executive Branch. However, it does not cover employees of the U.S. Postal Service, the Postal Rate Commission, the Board of Governors of the Federal Reserve Board, the White House Office, the Office of the Vice President, the Tennessee Valley Authority, the Defense Intelligence Agency, the Federal Bureau of Investigation, the Central Intelligence Agency, or the National Security Agency.

Agency Data The numbers in this report may differ slightly from those reported by the personnel information system of the department or agency. Usually, such differences are a matter of timing (e.g., differences in schedules for data verification, correction, and updating during the first part of the succeeding fiscal year).

Retirement Eligibility This report includes data only on employees who are eligible for regular retirement. No data is provided on employees eligible for "Early" retirement in the event of a Reduction-in-Force. The minimum combinations of age and years of service qualifying for regular retirement:

- Age 62 with 5 years of service.
- Age 60 with 20 years of service.
- Age 55 with 30 years of service.

Turnover Turnover data in this report were derived by tracking data on each individual in the work force across fiscal years. Social Security Numbers were used to locate and merge files from different fiscal years on the same individual.

For example, an individual's occupational code at the end of the year might read as follows:

	FY94	FY95	FY96	FY97
Series:	1105	1105	1102	0

In this report, the individual would be reported as a "loss" to the GS-1105 series during Fiscal Year 1996 and an "internal hire" for the GS-1102 series in Fiscal Year 1996. The individual would also be counted as a "loss" to the GS-1102 series in Fiscal Year 1997.

Technical Notes (Con't)

Losses Losses include employees who left the series for any reason, such as separations from Government service or promotions to positions in a different series.

Hires Hires include employees who entered the series from any source, such as outside hires, transfers from other series, and return to active duty following extended leave without pay. For the purposes of this report, “internal” hires include both:

- Movement from one to another of the 5 principal series (i.e., GS-1101, GS-1102, GS-1105, GS-1106, and GS-1150) tracked in this report. For example, if an employee began the fiscal year in a Purchasing Agent (GS-1105) position and ended the year in a Contract Specialist (GS-1102) position, that employee has been counted as a GS-1102 internal hire.
- Hires of Tenure Group I employees. Tenure Group I, for the most part, includes “career” employees—that is, employees with at least three years of *substantially continuous creditable* civilian Federal service. (See Federal Personnel Manual Chapters 315 and 351)

“External” hires, in contrast, include any hire of a Tenure Group II employee who was not employed in any of the five principal series at the beginning of the fiscal year. Tenure Group II, for the most part, consists of “career-conditional” employees (i.e., employees with less than three years of *substantially continuous creditable* civilian service). (Tenure Group III employees are classified as “Other”.)

Education Levels In 1974, the educational levels attained by all full-time, permanent employees were recorded in their CPDF files. Since that time, Federal agencies have been required to report educational level at accession of new employees. Agencies also may, on a voluntary basis, update employee CPDF files to record changes in their educational levels after accession. Thus, data in this report probably understate both educational levels and the number of employees with relevant academic majors.

Average Grade Average grade computations exclude employees in the Senior Executive Service and others whose grades are not specified.

About The Federal Acquisition Institute (FAI)

Pursuant to the Office of Federal Procurement Policy Act, as amended, the Federal Acquisition Institute (FAI) has worked for more than a twenty years to foster and promote Government-wide career management programs for a professional procurement work force. Among other activities, the FAI over the years has:

- Published annual demographic reports on the Federal acquisition workforce, showing trends in educational levels, turnover, and hiring.
- Developed and published guidance on establishing the agency-level procurement career management programs.
- Assisted colleges and universities in establishing courses and programs in acquisition disciplines, published directories of such academic courses and programs, and reviewed the equivalency of those courses and programs in meeting Federal training requirements.
- Supported the Office of Personnel Management (OPM) in developing standards and examinations for acquisition positions.
- Assisted Federal managers in identifying and recruiting highly qualified candidates for acquisition fields (e.g., by publishing recruiting brochures, preparing other recruitment materials, coordinating recruitment at selected colleges, etc.).
- Developed a Contract Specialist Workbook, as a desk reference for performing critical Contract Management duties.
- Developed instructional materials for Contract Management courses.
- Assisted Federal managers and educators throughout the Government in establishing competency-based training, education, and certification programs.
- Developed and field tested a staffing standards model for contracting activities.

Organization

Under the Office of Federal Procurement Policy Act, as amended, the FAI is located in the General Services Administration (which acts as the executive agent for the FAI). The Office of Federal Procurement Policy, Office of Management and Budget, is responsible for providing for and directing the activities of the FAI.

Address

Federal Acquisition Institute (MVI)
Office of Acquisition Policy
General Services Administration
1800 F Street, NW
Washington, DC 20405

202-501-0964

SUMMARY STATISTICS

Summary Statistics

LOGISTICS OCCUPATIONS: POPULATION AS OF SEPTEMBER 30, 1995, 1996 AND 1997

<i>OCCUPATIONS</i>	<i>1995</i>	<i>1996</i>	<i>1997</i>
Logistics Management (GS 346)	10,941	11,304	11,231
Gen Business & Industry (GS 1101)	19,805	20,427	20,048
Contract Specialist (GS 1102)	29,137	28,648	28,003
Industrial Property Management (GS 1103)	775	733	693
Property Disposal (GS 1104)	1,001	989	951
Purchasing (GS 1105)	6,005	5,558	4,875
Procurement Clerical & Assistance (GS 1106)	6,597	5,923	5,296
Industrial Specialist (GS 1150)	2,034	1,891	1,714
Equipment Specialist (GS 1670)	8,468	7,817	7,491
Quality Assurance (GS 1910)	10,565	9,559	8,751
General Supply (GS 2001)	3,916	3,768	3,742
Supply Program Management (GS 2003)	5,083	4,951	4,698
Supply Clerial & Technician (GS 2005)	19,422	18,316	16,633
Inventory Management (GS 2010)	6,344	6,016	5,709
Dist.,Facilities & Storage (GS 2030)	783	754	695
Packaging (GS 2032)	337	312	293
Supply Cataloguing (GS 2050)	601	348	247
General Transportation (GS 2101)	7,239	7,472	7,380
Traffic Management (GS 2130)	1,817	1,780	1,702
Freight Rate (GS 2131)	844	726	631
Travel (GS 2132)	193	83	40
Shipment Clerical (GS 2134)	390	143	43
Cargo Scheduling (GS 2144)	70	59	54
Transportation Operations (GS 2150)	940	998	1111
Dispatching (GS 2151)	433	430	418
Marine Cargo (GS 2161)	59	46	40
TOTAL	143,800	139,051	132,489

PROCUREMENT WORK FORCE AT A GLANCE¹

	<i>Gen Bus/Ind GS-1101</i>	<i>Cont Spec GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>	<i>Indust Spec GS-1150</i>	<i>Total</i>
Population	20,048	28,003	951	4,875	5,296	1,714	60,887
Average Grade	10.22	11.36	10.44	6.47	5.59	11.59	10.09
Average Age	46.07	44.78	47.95	44.8	43.8	49.07	45.28
% Female	55%	59%	48%	80%	88%	20%	61%
% Eligible To Retire	6%	5%	4%	4%	4%	14%	6%
% Eligible To Retire FY 2006	34%	34%	35%	3%	27%	54%	34%
% College Graduates	40%	58%	20%	11%	8%	35%	42%
Members, Senior Executive Service	109	65	1	0	0	0	175

¹As of September 30, 1997.

TURNOVER DURING FY 1997

	<i>Gen Bus/Ind GS-1101</i>	<i>Cont Spec GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>	<i>Indust Spec GS-1150</i>
Beginning Strength	20,427	28,648	989	5,558	5,923	1,891
Losses	3,740	2,519	154	1,206	1,373	306
Loss Rate ¹	18%	9%	16%	22%	23%	16%
Losses Of Persons Eligible To Retire	407	498	32	88	92	69
Loss Rate Of Persons Eligible To Retire²	29%	26%	45%	32%	30%	24%
Total Hires	3,361	1,874	116	523	746	129
Ratio Internal:External Hires	3:8	3:5	26:8	8:5	7	41
% Hires With College Degrees	39%	5%	23%	15%	1%	36%
Net Change	-379	-645	-38	-683	-627	-177
End Strength	20,048	28,003	951	4,875	5,296	1,714

¹As a percentage of beginning year strength.

²As a percentage of all persons eligible for regular retirement at the beginning of FY97.

Summary Statistics

PROCUREMENT WORK FORCE

	1992	1993	1994	1995	1996	1997
Gen. Bus & Ind. (GS-1101)	17,159	17,135	17,567	19,805	20,427	20,048
Contract Spec. (GS-1102)	31,794	31,156	30,174	29,137	28,648	28,003
Prop. Disposal (GS-1104)	1,060	1,089	1,072	1,001	989	951
Purchasing (GS-1105)	6,809	6,644	6,410	6,005	5,558	4,875
Proc. Cler. & Ass't (GS-1106)	8,616	7,948	7,298	6,597	5,923	5,296
Industrial Specialist (GS-1150)	2,707	2,450	2,235	2,034	1,891	1,714

LOSSES—FROM PROCUREMENT POSITIONS

(Loss rate¹ in parentheses)

	1993		1994		1995		1996		1997	
Gen. Bus	2,756	(16%)	2,583	(15%)	3,315	19%	3,085	16%	3,740	(18%)
Contract Spec.	2,392	(8%)	2,510	(8%)	2,803	9%	2,312	8%	2,519	(9%)
Prop. Disposal	99	(9%)	104	(10%)	179	17%	141	14%	154	(16%)
Purchasing	1,131	(17%)	1,110	(17%)	1,272	20%	1,231	20%	1,206	(22%)
Proc. Cler/Ass't	1,810	(23%)	1,627	(22%)	1,720	24%	1,557	24%	1,373	(23%)
Industrial Spec.	490	(20%)	414	(19%)	406	18%	362	18%	306	(16%)

¹As a percentage of beginning year strength.

HIRES FOR THE PROCUREMENT WORK FORCE

(Accession rate¹ in parentheses)

	1993		1994		1995		1996		1997	
Gen. Bus	2,732	(16%)	3,015	(17%)	5,553	(28%)	3,707	(18%)	3,361	(17%)
Contract Spec.	1,754	(5%)	1,528	(5%)	1,766	(6%)	1,823	(6%)	1,874	(7%)
Prop. Disposal	128	(1%)	87	(8%)	108	(11%)	129	(13%)	116	(12%)
Purchasing	966	(15%)	876	(14%)	867	(14%)	784	(14%)	523	(11%)
Proc. Cler/Ass't	1,143	(14%)	977	(13%)	1,019	(15%)	883	(15%)	746	(14%)
Industrial Spec.	233	(10%)	199	(8%)	205	(10%)	219	(12%)	129	(8%)

¹As a percentage of end of year strength.

EDUCATIONAL LEVELS BY OCCUPATION FY 1997

	<i>Gen Bus/Ind GS-1101</i>	<i>Cont Spec GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>	<i>Ind Spec. GS-1150</i>
No Degree	12,062	11,842	758	4,313	4,853	1,110
BA-BS	4,407	9,832	139	472	382	369
Post Grad. Study	3,533	6,310	54	75	57	235
Total	20,048	28,003	951	4,875	5,296	1,714
% Coll. Grads.	40%	58%	2%	11%	8%	35%

ACADEMIC MAJORS OF COLLEGE GRADUATES (FY 1997)

	<i>Gen Bus/Ind GS-1101</i>	<i>Cont Spec GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>	<i>Ind Spec. GS-1150</i>
Business	3,264	9,439	87	239	171	262
Information Mgt.	44	126	1	12	7	3
Engineering	501	176	4	4	1	85
Law	153	314	1	5	2	12
Mathematics	92	139	3	2	2	12
Physical Sciences	91	79	2	6	1	14
Public Admin.	323	613	6	15	12	11
Other	3,471	5,248	89	264	243	204
*Business, Law & Pub. Admin.	47%	64%	49%	47%	42%	47

*Percentage of college graduates with degrees in business, law, and public administration (vs. degrees in other fields).

Summary Statistics

SUPERVISORY AND MANAGERIAL POSITIONS BY OCCUPATION

<i>Occupation</i>	<i>Supervisory /Managerial</i>	<i>Other</i>	<i>Total</i>
General Business & Industry (GS 1101)	4276	15,772	20,048
Contract Specialist (GS 1102)	4023	23,980	28,003
Property Disposal (GS 1104)	253	698	951
Purchasing (GS 1105)	157	4,718	4,875
Procurement Clerical & Assistance (GS 1106)	47	5,249	5,296
Industrial Specialist (GS 1150)	93	1,621	1,714
TOTAL	8849	52,038	60,887

CONTRACT
SPECIALISTS

Agency By Grade (As Of FY 1997)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Educ.</i>	<i>Energy</i>	<i>EPA</i>	<i>FEMA</i>	<i>GSA</i>	<i>HHS</i>	<i>HUD</i>
5	79	45	42	114	1	1	0	0	2	0	17	2	2
7	270	243	193	197	13	9	7	2	15	0	60	11	14
9	769	669	397	738	53	10	3	24	16	1	89	52	7
11	1084	1308	782	1529	128	16	3	43	21	3	79	59	5
12	1791	1810	1471	1832	216	53	23	142	85	10	564	228	52
13	672	852	739	511	106	50	9	167	106	0	305	210	27
14	217	252	243	228	34	25	5	80	54	0	85	83	18
15	76	71	102	84	10	17	1	44	18	0	23	33	4
Ot.	2	2	0	0	2	0	0	0	0	0	0	1	0
NS	0	0	0	0	0	0	0	0	0	0	0	0	0
ALL	4,969	5,255	4,233	5,244	561	202	51	504	318	2	1,223	681	130
Avg.	11.18	11.37	11.02	11.15	11.72	11.32	11.51	12.62	11.75	8	11.81	12.24	11.64

	<i>Inter.</i>	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>Nuc. Reg.</i>	<i>SBA</i>	<i>State</i>	<i>DOT</i>	<i>Treas.</i>	<i>VA</i>	<i>All Other</i>	<i>Total</i>
5	3	8	0	11	0	0	0	2	1	3	0	333
7	12	21	2	26	0	0	0	5	8	53	8	1,170
9	88	154	4	32	0	1	4	34	59	182	53	3,441
11	143	119	8	41	5	4	14	98	25	255	56	5,837
12	172	116	24	211	3	39	18	184	85	132	105	9,374
13	95	91	11	223	15	59	34	191	172	66	148	4,872
14	39	38	6	72	5	16	20	104	112	14	67	1,821
15	8	14	3	55	6	2	7	33	33	4	30	680
Ot.	2	35	0	0	0	0	0	1	3	14	0	60
NS	0	0	0	0	0	0	0	0	0	0	0	0
All	576	598	58	681	35	121	100	652	504	725	529	28,003
Avg.	11.25	10.95	12.03	12.1	12.74	12.74	12.39	12.38	12.45	10.58	11.14	11.36

Ot.: Other grade levels (1-4, 6, 8, & 10).

NS: Grade level was not specified. Includes SES positions.

Avg: Average grade. Excludes positions for which no grade level was specified.

FEMALES, SUPERVISORS, MANAGERS, & COLLEGE GRADUATES, BY GRADE

<i>Grade</i>	<i>Population</i>	<i>Female</i>	<i>Supervisory/ Managerial</i>	<i>College Graduates</i>
5	333	83%	0%	32%
7	1,170	75%	0%	46%
9	3,441	73%	1%	40%
11	5,837	65%	6%	47%
12	9,374	58%	8%	60%
13	4,872	50%	27%	70%
14	1,821	41%	52%	78%
15	680	28%	71%	88%
Other	60	50%	1%	1
NS	68	28%	0%	0
Total	28,003	59%	14%	58%

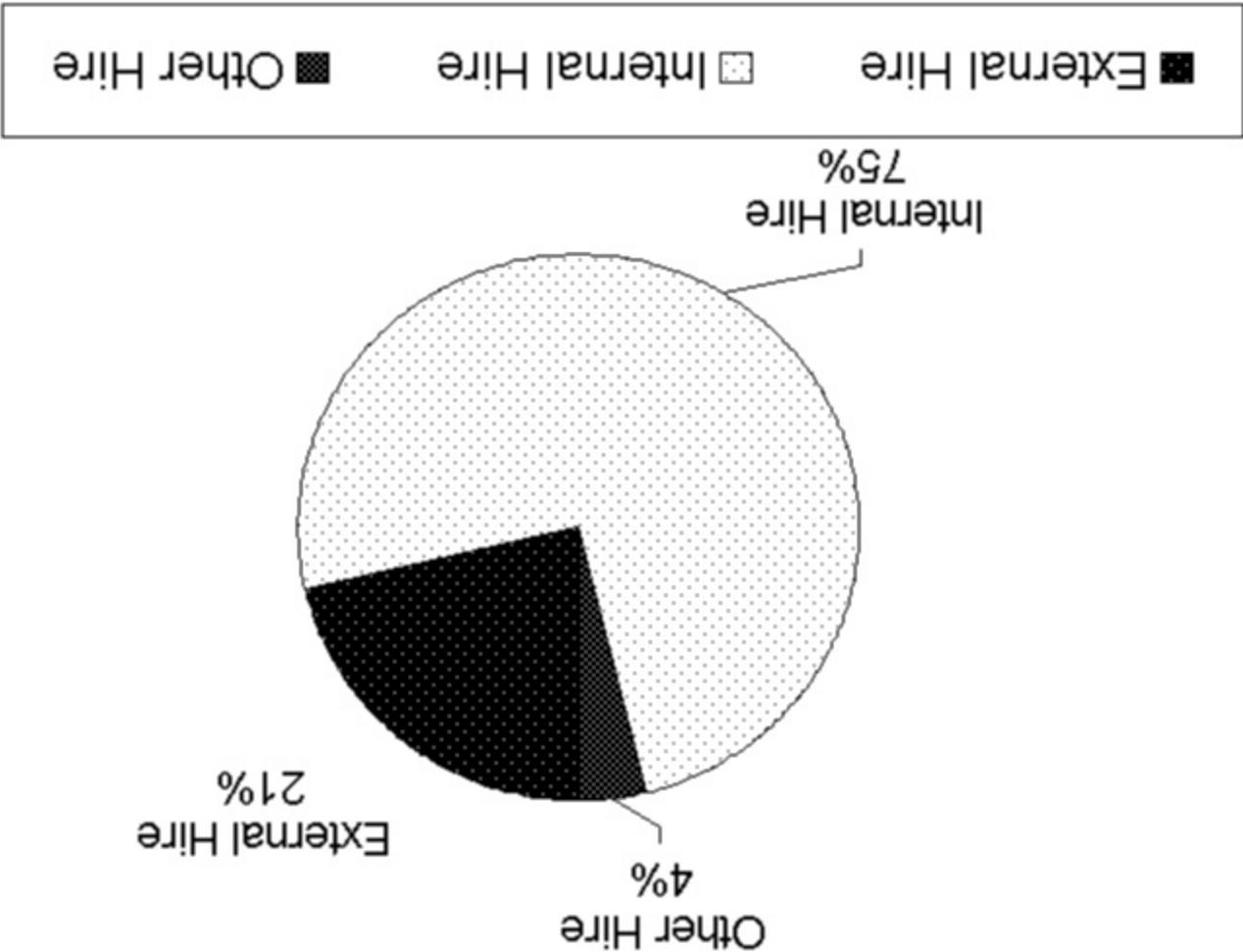
Other: Other grade levels (1-4, 6, 8, & 10).

NS: Grade level was not specified. Includes SES positions.

*Not calculated.

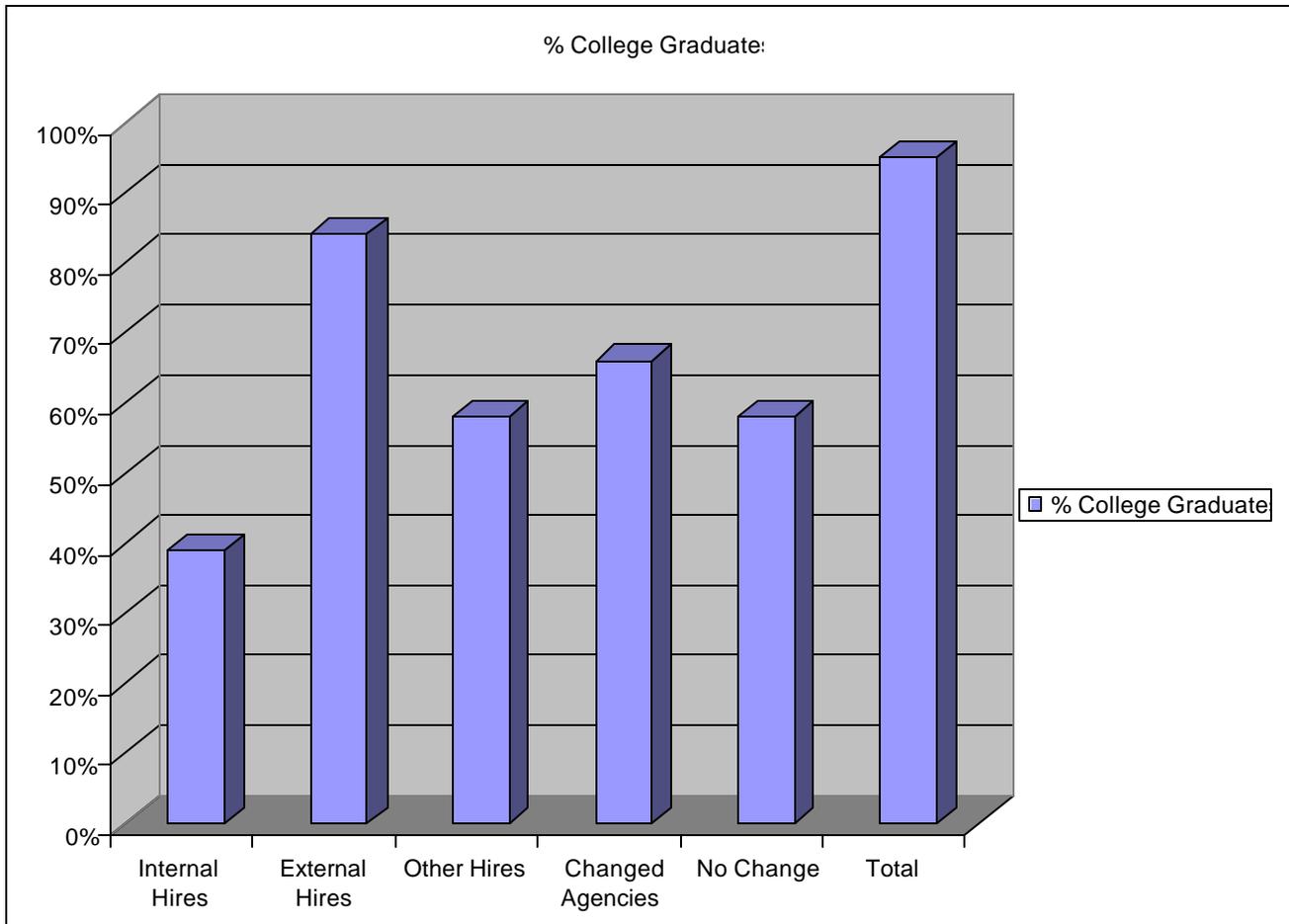
INSERVICE PLACEMENT CONTINUES AS THE PRIMARY CAREER PATH INTO CONTRACT SPECIALIST POSITIONS

During Fiscal Year 1997, a total of 2,306 individuals joined the Contract Specialist (GS-1102) series. Only 365 (21%) of those individuals were recruited from outside the Government. Another 1,293 (75%) came from various clerical, technical, and administrative fields within the Government. The hiring source was not indicated for the other 108 (4%) hires.



% College Graduates

84% of the Fiscal Year 1997 external hires were college graduates, compared with 39% of the internal hires. More than half of the college graduates had majored in business, law, or public administration.



CONTRACT SPECIALISTS HIRED DURING FY 1997

	<i>Internal Hires</i>	<i>External Hires</i>	<i>Other Hires</i>	<i>Changed Agencies</i>	<i>No Change</i>	<i>Total</i>
Total	1,401	400	73	442	25,687	28,003
% FY 97 Work Force	5%	1%	0%	2%	92%	100%
College Graduates	39%	84%	58%	66%	58%	95%
Business, Law, or Pub. Admin. majors ¹	59%	55%	57%	62%	61%	60%
Average Age	41.57	32.89	40.78	42.72	45.18	44.78
Eligible To Retire FY 1997	2%	1%	5%	3%	5%	5%
Eligible To Retire FY 2001	8%	2%	15%	11%	18%	17%
Eligible To Retire FY 2006	19%	5%	23%	26%	36%	34%

¹ % of college graduates only. Does not include the majors of those who attended college but did not graduate.

CONTRACT SPECIALISTS HIRED DURING FY 1997, BY GRADE LEVEL

<i>GS Grade</i>	<i>Population As Of 9/30/97</i>	<i>Internal Hires During FY 97</i>	<i>External Hires During FY 97</i>	<i>Other Hires During FY 97</i>	<i>Total Hires During FY 97</i>	<i>Changed Agencies</i>
5	333	278	28	3	309	0
7	1,170	385	280	13	678	13
9	3,441	260	44	19	323	42
11	5,837	168	31	25	224	122
12	9,374	168	12	8	188	149
13	4,872	87	1	2	90	83
14	1,821	34	0	0	34	19
15	680	10	0	0	10	6
Other	60	5	1	0	5	0
NS	409	0	0	0	0	0
Total	28,003	1,401	400	73	1,861	442

**HIRES OF CONTRACT SPECIALISTS BY AGENCY
DURING FY 1997**

	<i>Internal Hires</i>	<i>External Hires</i>	<i>Other Hires</i>	<i>Recruited From Other Agencies</i>		<i>% FY 1997 Workforce</i>
Air Force	186	100	40	57	383	7.7%
Army	192	76	3	49	320	6.1%
Navy	115	117	2	64	298	7.0%
Other Defense	378	56	12	157	603	11.0%
Agriculture	25	1	0	5	31	5.5%
Commerce	12	3	1	7	23	11.4%
Education	2	5	0	2	9	17.6%
Energy	27	1	0	3	31	6.2%
EPA	19	9	0	9	37	11.6%
FEMA	1	1	1	0	3	150%
GSA	104	2	0	2	108	8.8%
HHS	38	0	0	15	53	7.8%
HUD	25	0	0	8	33	25.4%
Interior	35	4	5	7	51	8.9%
Justice	30	7	0	1	38	6.4%
Labor	6	1	0	2	9	15.5%
NASA	51	1	1	1	54	7.9%
Natl Science	0	0	0	0	0	0.0%
Nuclear Reg	0	0	0	0	0	0.0%
SBA	5	0	0	0	5	4.1%
State	1	0	0	1	2	2.0%
Transportation	18	1	1	18	38	5.8%
Treasury	13	11	0	12	36	7.1%
VA	46	3	0	10	59	8.1%
All Other	36	1	7	12	56	10.6%
All Agencies¹	1,401	400	73	442	2,316	8.3%

**LOSSES OF CONTRACT SPECIALISTS BY AGENCY
DURING FY 1997**

	<i>FY97 Beginning Strength</i>	<i>Quit The Series</i>	<i>Changed Agencies</i>	<i>Stayed</i>	<i>Loss Rate*</i>
Air Force	4,944	298	60	4,586	7.0%
Army	5,467	419	113	4,935	1.0%
Navy	4,408	389	120	3,899	12.0%
Other Defense	5,201	504	56	4,641	11.0%
Agriculture	580	49	1	530	9.0%
Commerce	202	18	5	179	11.0%
Education	52	10	0	42	19%
Energy	546	61	12	473	13.0%
EPA	309	25	3	281	9.0%
FEMA	40	4	0	36	10%
GSA	1,295	177	3	1,115	14.0%
HHS	664	33	3	628	5.0%
HUD	113	16	0	97	14.0%
Interior	587	57	5	525	11.0%
Justice	596	30	6	560	6.0%
Labor	546	61	12	473	13.0%
NASA	736	103	6	627	15.0%
Natl Science	14	0	0	14	0.0%
Nuclear Reg	42	7	0	35	17.0%
SBA	129	12	1	116	10%
State	109	9	2	98	10%
Transportation	710	82	14	614	14%
Treasury	539	60	11	468	13.0%
VA	768	89	13	666	13.0%
All Other	541	61	7	473	13.0%
All Agencies*	28,648	2,519	442	25,687	9.0%

*For agencies, losses include employees who changed agencies. Hence, the loss rate for an individual agency **includes** employees who left that agency to work in some other agency. However, the loss rate for the GS-1102 series as a whole **excludes** employees who changed agencies and is based **only** on the number who quit the series.

**FY 1997 GRADE OF CONTRACT SPECIALISTS WHO
OCCUPIED GS-1102 POSITIONS ON 9/30/92**

<i>FY 1997 GS Grade*</i>	<i>Persons Employed As Of 9/30/92 in GS-1102 Positions on 9/30/97</i>	<i>% of total in each grade as 9/30/97</i>
5	3	0.9%
7	79	6.8%
9	1,651	48.0%
11	4,404	75.5%
12	8,273	88.3%
13	4,543	93.2%
14	1,717	94.3%
15	629	9.3%
Other	47	7.8%
Not Specified	59	0.0%
Total Employed in GS -1102 Positions As Of 9/30/97	21,676	77.4%
Total Employed on 9/30/92	31,794	
Loss Rate Through 1997	31.82%	

Of the 28,003 Contract Specialists employed on Sept. 30, 1997, 77% overall have 5 or more years of experience in the GS-1102 series. 17% have been in the GS-1102 series since September 30, 1980.

Note also that 49% of the GS-13's, 32% of the GS-14's, and 16% of the GS-15's have 5 or more years of experience.

**FY '97 grade level of Contract Specialists who occupied GS-1102 positions on September 30, 1992.*

LOSSES DURING FY97, BY GRADE LEVEL

<i>GS Grade</i>	<i>FY97 Beginning Strength</i>	<i>% Quit The Series</i>	<i>% Changed Agencies</i>
5	2,043	23%	0%
7	1,163	26%	1%
9	21	24%	5%
11	6,175	8%	2%
12	9,603	8%	1%
13	4,818	8%	1%
14	1,909	11%	1%
15	711	11%	1%

*Note: Some grades not shown.

RETIREMENT ELIGIBILITY BY AGENCY

	<i>FY 1997 Population</i>	<i>Eligible In FY1997</i>	<i>Eligible In FY 2002</i>	<i>Eligible In FY 2007</i>
Air Force	4,969	7%	23%	43%
Army	5,255	6%	23%	45%
Navy	4,233	4%	16%	32%
Other Defense	5,244	5%	13%	25%
Agriculture	561	1%	8%	20%
Commerce	202	1%	12%	29%
Education	51	0%	2%	2%
Energy	504	5%	26%	53%
EPA	318	4%	14%	35%
FEMA	39	0%	0%	26%
GSA	1,223	4%	16%	38%
HHS	681	3%	10%	20%
HUD	130	2%	9%	28%
Interior	576	3%	9%	20%
Justice	598	2%	6%	12%
Labor	58	14%	33%	59%
NASA	681	7%	20%	40%
Natl Science	14	0%	7%	14%
Nuclear Reg.	35	0%	0%	6%
SBA	121	22%	40%	60%
State	100	3%	19%	49%
Transportation	752	4%	14%	29%
Treasury	504	3%	12%	29%
VA	725	2%	9%	22%
ALL OTHER	529	3%	11%	25%
TOTAL	28,003	5%	17%	34%

COLLEGE GRADUATES BY AGENCY AND GRADE FY 1997

	<i>GS 5 & 7</i>	<i>GS 9 & 11</i>	<i>GS 12-15</i>	<i>All Grades</i>
Air Force	62%	55%	82%	70%
Army	45%	44%	64%	55%
Navy	56%	44%	63%	57%
Other Defense	31%	51%	70%	60%
Agriculture	14%	30%	49%	42%
Commerce	30%	23%	69%	60%
Education	100%	100%	66%	75%
Energy	50%	31%	77%	71%
EPA	76%	32%	76%	71%
FEMA	0%	31%	48%	41%
GSA	13%	10%	46%	39%
HHS	8%	25%	57%	51%
HUD	6%	25%	63%	53%
Interior	13%	28%	53%	41%
Justice	38%	42%	51%	46%
Labor	0%	33%	45%	41%
NASA	14%	49%	83%	76%
Natl Science	0%	100%	92%	93%
Nuclear Reg	0%	40%	72%	68%
SBA	0%	20%	62%	60%
State	0%	0%	44%	36%
Transportation	14%	23%	53%	46%
Treasury	56%	33%	56%	52%
VA	18%	27%	53%	34%
ALL OTHER	13%	28%	60%	52%

Contract Specialists

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1997

Albuquerque, NM	220	New Orleans, La	101
Anaheim-Santa Ana-Gar. Grove, Ca	146	New York, NY-NJ	269
Anchorage, Ak	110	Newark, NJ	174
Atlanta, Ga	355	Norfolk-Va Beach-Portsmouth, Va -NC	632
Bakersfield, Ca	192	Oakland, Ca	122
Baltimore, Md	452	Oklahoma City, Ok	460
Biloxi-Gulfport, Ms	89	Omaha, Ne-Ia	72
Boston, Ma	516	Orlando, Fl	173
Bremerton, Wa	100	Oxnard-Simi Valley-Ventura, Ca	147
Bridgeport, Ct	62	Panama City, Fl	51
Charleston-N. Charleston, SC	165	Philadelphia, Pa-NJ	1,248
Chicago, Il	310	Phoenix, Az	124
Cincinnati, Oh-Ky-In	72	Pittsburgh, Pa	90
Cleveland, Oh	130	Portland, Or-Wa	118
Colorado Springs, Co	199	Raleigh-Durham, NC	91
Columbus, Oh	666	Richmond, Va	560
Dallas-Fort Worth, Tx	435	Riverside-San Bernard.-Ontario, Ca	108
Davenport-Rock Isl.-Moline, Ia-Ill	346	Sacramento, Ca	256
Dayton, Oh	733	Salt Lake City-Ogden, Ut	321
Denver-Boulder, Co	298	San Antonio, Tx	765
Detroit, Mi	429	San Diego, Ca	465
Fayetteville, Nc	67	San Francisco-Oakland, Ca	185
Ft Walton, Fl	194	San Jose, Ca	152
Hagerstown, Md	55	Santa Barb.-Santa Maria-Lompoc, Ca	72
Harrisburg, Pa	251	Seattle-Everett, Wa	241
Hartford, Ct	76	St Louis, Mo-Ill	443
Honolulu, Hi	265	Tacoma, Wa	54
Houston, Tx	131	Tampa-St Petersburg, Fl	72
Huntsville, Al	894	Utica-Rome, NY	57
Indianapolis, In	75	Vallejo-Fairfield-Napa, Ca	54
Jacksonville, Fl	87	Washington, DC-Md-Va	5,513
Kansas City, Mo-Ks	200	Wichita, Ks	51
Killeen-Temple, Tx	63	Subtotal	23,207
Los Angeles-Long Beach, Ca	490	Other MSAs	2,455
Macon, Ga	291	Outside MSAs	2,341
Melbourne-Titusville-Cocoa, Fl	151	Total	28,003
Memphis, Tn-Ar-Ms	57		
Minneapolis-St Paul, Mn-Wi	97		
Monmouth, NJ	509		
Montgomery, Al	99		
Nassau-Suffolk, NY	98		
New London-Norwich, Ct-Ri	52		

PURCHASING
AGENTS

Purchasing Agents

AGENCY BY GRADE (AS OF FY97)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Energy</i>	<i>EPA</i>	<i>GSA</i>	<i>HHS</i>
4	3	4	15	0	7	3	0	0	0	0
5	144	141	148	12	88	6	2	0	13	9
6	116	225	388	19	145	2	1	0	52	28
7	184	225	465	49	137	15	7	11	35	101
8	3	68	105	9	24	8	2	4	3	49
9	5	14	84	4	58	2	3	6	1	45
10	0	3	11	0	0	1	1	0	0	3
11	0	1	6	0	0	1	0	0	0	2
12	0	0	1	0	0	0	0	0	0	0
Ot.	0	0	39	0	0	4	0	0	0	0
NS	0	0	0	4	0	0	0	0	0	0
ALL	455	681	1,261	97	459	43	16	21	104	237
Avg.	6.12	6.4	6.54	5.44	6.56	6.3	7.38	7.76	6.3	7.46

	<i>Inter.</i>	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>DOT</i>	<i>Treas.</i>	<i>VA</i>	<i>All Other</i>	<i>Total</i>
4	6	0	0	0	0	0	10	0	48
5	47	2	7	0	3	2	268	4	895
6	87	10	8	2	13	10	320	17	1,443
7	139	34	1	4	37	26	191	43	1,715
8	35	14	3	3	6	11	15	14	376
9	10	12	0	19	11	12	5	5	300
10	1	0	0	0	0	4	0	1	24
11	0	0	0	0	0	0	0	1	11
12	0	0	0	0	0	0	0	0	1
Ot.	13	0	0	0	0	0	0	1	59
NS	0	0	0	0	0	0	0	0	4
All	339	72	19	28	70	65	809	84	4,875
Avg.	6.39	7.33	6.0	8.39	7.13	7.51	5.94	7.04	6.47

Ot.: Other grade levels (1-3; 12)

NS: Grade level was not specified.

Avg: Average grade. Excludes positions for which no grade level was specified.

Employment By Metropolitan Statistical Areas FY 1997

Albuquerque, NM	46	Nashville -Davidson, Tn	22
Anchorage, Ak	25	New Orleans, La	40
Atlanta, Ga	49	New York, NY-NJ	38
Augusta, Ga -SC	23	Norfolk -Va Beach-Portsmouth, Va -NC	230
Baltimore, Md	76	Oakland, Ca	38
Biloxi-Gulfport, Ms	38	Pensacola, Fl	33
Boston, Ma	45	Philadelphia, Pa-NJ	101
Bremerton, Wa	63	Phoenix, Az	32
Charleston-N. Charleston, SC	33	Pittsburgh, Pa	26
Chicago, Il	48	Portland, Or-Wa	33
Cleveland, Oh	24	Richmond, Va	38
Dallas-Fort Worth, Tx	42	Riverside-San Bernard.-Ont., Ca	28
Dayton, Oh	32	Sacramento, Ca	30
Denver-Boulder, Co	44	Salt Lake City-Ogden, Ut	38
Fayetteville, NC	20	San Antonio, Tx	149
Harrisburg, Pa	49	San Diego, Ca	166
Honolulu, Hi	81	San Francisco-Oakland, Ca	40
Houston, Tx	20	San Juan PR	44
Jacksonville, Fl	45	Seattle-Everett, Wa	33
Jacksonville, NC	29	St Louis, Mo-Il	24
Kansas City, Mo-Ks	39	Tampa-St Petersburg, Fl	28
Killeen-Temple, Tx	31	Washington, DC-Md- Va	541
Little Rock-North Little Rock, Ar	25	Subtotal	2,968
Los Angeles-Long Beach, Ca	48	Other MSAs	1,061
Melbourne-Titusville -Cocoa, Fl	27	Outside MSAs	846
Miami, Fl	24	Total	4,875
Minneapolis -St Paul, Mn-Wi	35		
Monmouth, NJ	23		

PROCUREMENT CLERICAL
AND ASSISTANCE

Procurement Clerical and Assistance

AGENCY BY GRADE (AS OF FY 97)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Energy</i>	<i>EPA</i>	<i>GSA</i>	<i>HHS</i>	<i>HUD</i>
4	43	200	185	198	14	0	1	0	0	5	0
5	410	334	335	405	44	6	14	2	34	16	1
6	170	193	223	758	66	9	8	6	45	20	3
7	133	177	222	213	51	3	23	7	59	59	9
8	3	13	13	6	2	1	0	0	2	2	0
9	4	2	4	2	0	0	1	0	0	0	0
10	0	0	0	1	0	0	0	0	0	0	0
11	0	0	1	1	0	0	0	0	0	0	0
Ot.	4	4	65	26	3	3	0	0	0	0	0
ALL	765	923	1,037	1,606	177	20	47	15	138	102	13
Avg.	5.54	5.42	5.37	5.6	5.9	5.75	6.21	6.33	6.18	6.36	6.62

	<i>Inter.</i>	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>SBA</i>	<i>DOT</i>	<i>Treas.</i>	<i>VA</i>	<i>All Other</i>	Total
4	15	0	1	0	0	1	1	13	1	678
5	46	5	3	13	3	7	9	48	6	1,741
6	32	5	4	13	10	15	10	9	13	1,616
7	28	15	5	15	13	10	16	9	26	1,100
8	1	3	0	1	0	1	5	0	1	54
9	0	1	0	0	0	0	0	1	0	15
10	0	0	0	0	0	0	0	0	0	2
11	0	1	0	0	0	0	0	0	0	1
Ot.	2	0	1	0	0	0	0	0	0	53
All	124	29	13	42	23	34	41	48	48	5,296
Avg.	5.58	6.72	6	6.1	6.38	6.09	6.37	5.15	6.33	5.59

Ot.: Other grade levels (1-3; 12)

NS: Grade level was not specified.

Avg: Average grade. Excludes positions for which no grade level was specified.

Procurement Clerical and Assistance

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1997

Albuquerque, NM	54	Oakland, Ca	30
Atlanta, Ga	69	Oklahoma City, Ok	80
Bakersfield, Ca	32	Orlando, Fl	45
Baltimore, Md	93	Philadelphia, Pa-NJ	291
Boston, Ma	96	Phoenix, Az	47
Bremerton, Wa	19	Richmond, Va	179
Chicago, Il	53	Riverside-San Bernard.-Ontario, Ca	28
Columbus, Oh	202	Sacramento, Ca	74
Dallas-Fort Worth, Tx	68	Salt Lake City-Ogden, Ut	55
Davenport-Rock Isl.-Moline, Ia-Il	44	San Antonio, Tx	84
Dayton, Oh	162	San Diego, Ca	154
Denver-Boulder, Co	47	San Francisco-Oakland, Ca	31
Detroit, Mi	71	Seattle-Everett, Wa	44
Harrisburg, Pa	44	St Louis, Mo-Il	52
Honolulu, Hi	82	Washington, DC-Md- Va	580
Huntsville, Al	103	Subtotal	4,821
Los Angeles-Long Beach, Ca	134	Other MSAs	435
Macon, Ga	83	Outside MSAs	475
Monmouth, NJ	64	Total	5,296
Nassau-Suffolk, NY	36		
New York, NY-NJ	40		
Newark, NJ	47		
Norfolk-Va Beach-Portsmouth, Va -NC	122		

INDUSTRIAL

SPECIALISTS

Industrial Specialists

Agency By Grade (As Of FY 1997)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Energy</i>	<i>FEMA</i>	<i>Inter.</i>	<i>Justice</i>	<i>NASA</i>	<i>SBA</i>	<i>DOT</i>
5	0	0	0	1	0	1	0	0	0	1	0	0	0
7	1	0	1	2	0	0	1	0	0	1	0	0	0
9	4	19	7	37	0	0	2	0	0	4	0	0	0
11	23	78	80	546	5	0	1	0	0	10	3	0	0
12	32	100	159	217	12	0	5	0	0	38	3	3	0
13	12	40	41	54	6	0	18	1	2	10	0	23	2
14	8	10	14	10	2	2	8	2	1	0	0	6	1
15	1	1	4	9	1	3	2	0	1	0	0	1	5
Ot.	0	2	0	0	0	0	0	0	0	0	0	0	0
NS	0	0	1	1	0	12	0	0	0	0	0	0	0
ALL	81	250	307	876	26	18	35	3	4	64	6	23	8
Avg.	11.89	11.7	11.89	11.35	12.31	6.72	12.97	13.67	13.75	11.63	11.5	13.15	14.38

	<i>Treas.</i>	<i>All Other</i>	<i>Total</i>
5	0	0	3
7	0	0	5
9	1	0	74
11	2	0	747
12	1	0	570
13	2	0	210
14	0	0	62
15	0	0	28
Ot.	0	0	2
NS	0	0	13
All	6	0	1,714
Avg.	11.5	0.00	11.59

Ot.: Other grade levels (1-4, 6, 8, & 10).

NS: Grade level was not specified. Includes SES positions.

Avg: Average grade. Excludes positions for which no grade level was specified.

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1997

Albany-Schenectady-Troy, NY	24	New Orleans, La	28
Anaheim-Santa Ana-Gar. Grove, Ca	33	New York, NY-NJ	21
Atlanta, Ga	32	Newark, NJ	25
Baltimore, Md	24	Norfolk-Va Beach-Portsmouth, Va -NC	24
Boston, Ma	53	Oklahoma City, Ok	30
Bremerton, Wa	23	Oxnard-Simi Valley-Ventura, Ca	47
Bridgeport, Ct	21	Pensacola, Fl	30
Chicago, Il	20	Philadelphia, Pa-NJ	140
Cleveland, Oh	25	Phoenix, Az	20
Columbus, Oh	21	San Diego, Ca	21
Dallas-Fort Worth, Tx	55	San Francisco-Oakland, CA	21
Davenport-Rock Isl.-Moline, Ia-Il	83	St Louis, Mo-Il	39
Dayton, Oh	43	Washington, DC-Md-Va	150
Detroit, Mi	58	Subtotal	954
Hartford, Ct	23	Other MSAs	526
Huntsville, Al	49	Outside MSAs	134
Indianapolis, In	34	Total	1,714
Los Angeles-Long Beach, Ca	61		
Louisville, Ky -In	57		
Minneapolis -St Paul, Mn-Wi	26		
Monmouth, NJ	26		
Nassau-Suffolk, NY	30		

GENERAL BUSINESS

AND INDUSTRY

Agency By Grade (As Of FY 1997)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Educ.</i>	<i>Energy</i>	<i>EPA</i>	<i>GSA</i>	<i>HHS</i>	<i>HUD</i>	<i>Inter.</i>
5	88	149	34	29	824	22	22	1	0	9	5	1	82
7	173	165	175	12	1,760	81	22	12	1	33	18	41	51
9	229	160	454	20	96	85	34	5	7	44	36	82	38
11	569	124	450	129	58	71	84	20	11	20	46	175	108
12	424	114	211	181	92	129	126	47	13	93	159	1,655	131
13	262	43	131	654	343	99	59	71	56	95	96	643	74
14	116	34	35	267	28	58	26	101	19	62	55	250	28
15	88	8	15	108	13	41	4	61	13	33	31	121	9
OT.	8	10	13	0	24	229	0	0	0	0	0	0	0
NS	24	13	0	8	1	0	4	0	0	0	2	9	0
ALL	2,218	889	1,622	1,656	4,388	900	377	335	124	410	450	2,977	620
Avg.	10.23	8.71	9.93	11.67	6.72	8.08	11.13	12.6	11.75	11.46	11.97	12.26	9.42

	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>Nat'l Sci. Fd.</i>	<i>Nuc. Reg.</i>	<i>SBA</i>	<i>State</i>	<i>DOT</i>	<i>Treas.</i>	<i>VA</i>	<i>All Other</i>	<i>Total</i>
5	0	0	0	0	0	35	0	0	2	1	12	1,312
7	1	1	0	2	0	182	1	0	11	7	1	2,768
9	3	2	0	2	0	36	1	2	252	25	39	1,656
11	40	2	5	1	0	56	1	5	162	37	117	2,293
12	31	15	6	10	1	326	0	3	22	63	85	3,980
13	72	20	9	11	0	168	0	7	94	90	139	3,199
14	18	5	3	4	1	73	2	9	34	59	84	1,365
15	11	0	4	4	1	5	2	6	19	36	42	666
OT.	0	0	0	0	0	0	1	0	10	27	156	250
NS	0	0	1	2	0	0	1	3	2	3	112	801
ALL	176	45	28	43	3	947	7	34	609	395	784	20,048
Avg.	12.49	12.38	12.36	11.12	13.67	10.59	10.56	12.24	10.87	12.18	16.3	10.22

Ot.: Other grade levels (1-4, 6, 8, & 10).

NS: Grade level was not specified. Includes SES positions.

Avg: Average grade. Excludes positions for which no grade level was specified.

General Business and Industry

LOSSES DURING FY97, BY GRADE LEVEL*

<i>GS Grade</i>	<i>FY97 Beginning Strength</i>	<i>% Quit The Series</i>
4	539	32%
5	2,425	19%
6	2,047	22%
7	1,060	16%
8	221	24%
9	1,387	17%
10	69	16%
11	2,029	17%
12	4,166	17%
13	3,124	15%
14	1,367	14%
15	631	16%
16	19	11%

*Note: Some grades not shown

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1997

Albany-Schenectady-Troy, NY	72	Charleston, WV	17
Albuquerque, NM	72	Charleston-N. Charleston, SC	44
Alexandria, La	28	Chicago, Il	370
Anaheim-Santa Ana-Gar. Grove, Ca	*68	<u>Cleveland, Oh</u>	<u>97</u>
<u>Anchorage, Ak</u>	<u>66</u>	Colorado Springs, Co	51
Anniston, Al	60	Columbia, SC	87
Atlanta, Ga	376	Columbus, Oh	72
Bakersfield, Ca	19	Dallas-Fort Worth, Tx	374
Baltimore, Md	159	Davenport-Rock Isl.-Moline, Ia-Il	42
<u>Battle Creek, Mi</u>	<u>*25</u>	Dayton, Oh	332
Biloxi-Gulfport, Ms	43	Denver-Boulder, Co	446
Birmingham, Al	87	<u>Des Moines, Ia</u>	<u>53</u>
Boise City, Id	38	Detroit, Mi	123
Boston, Ma	296	El Paso, Tx	34
<u>Bremerton, Wa</u>	<u>102</u>	Fayetteville, Nc	26
Buffalo NY	61	Fresno, Ca	63

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1997 (CONT.)

Ft Walton, Fl	110	Orlando, Fl	46
Hartford, Ct	77	Philadelphia, Pa-NJ	528
Honolulu, Hi	141	Phoenix, Az	159
Houston, Tx	75	Pittsburgh, Pa	85
Huntsville, Al	26	Portland, Or-Wa	136
Indianapolis, In	97	Raleigh-Durham, NC	43
Jackson, Ms	80	Richmond, Va	102
Jacksonville, Fl	245	Riverside-San Bernard.-Ont., Ca	54
Kansas City, Mo-Ks	307	Sacramento, Ca	290
Lexington-Fayette, Ky	26	Salt Lake City-Ogden, Ut	240
Little Rock-North Little Rock, Ar	83	San Antonio, Tx	423
Los Angeles-Long Beach, Ca	250	San Diego, Ca	233
Louisville, Ky -In	56	San Francisco-Oakland, Ca	227
Macon, Ga	263	San Juan PR	87
Memphis, Tn-Ar-Ms	44	Seattle-Everett, Wa	211
Miami, Fl	68	Spokane, Wa	50
Milwaukee Wi	52	St Louis, Mo-Il	694
Minneapolis -St Paul, Mn-Wi	149	Syracuse, NY	33
Monmouth, NJ	41	Tacoma, Wa	38
Montgomery, Al	37	Tampa-St Petersburg, Fl	49
Nashville -Davidson, Tn	101	Texarkana, Tx-Texarkana, Ar	55
New Orleans, La	137	Tucson, Az	37
New York, NY-NJ	236	Vallejo-Fairfield-Napa, Ca	*32
Newark, NJ	92	Washington, DC-Md-Va	3,065
Norfolk-Va Beach-Portsmouth, Va -NC	216	Subtotal	23,378
Oakland, Ca	25	Other MSAs	3,658
Oklahoma City, Ok	263	Outside MSAs	1,012
Omaha, Ne-Ia	57	Total	20,048
Orange County, Fl	93		

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